

RECRUITING IDEAS

<i>Military veterans</i>	Promote on military websites and do online job fairs.
Attendance bonus for driver	
Joint job fair with other positions in the district/outside of the district	Promote their positions as offering on-the-job training and certification, flexible hours and benefits.
Temp Agency	
Competition for attending Rodeo	Most days worked/Perfect Attendance
TransitTalent Website	
Encourage GED program. As a GED program driver, you are assigned a morning and afternoon run. You make your morning run, and then you are allowed to drive your bus to one of our adult education centers, where you participate in a GED program. You then leave in time to make your afternoon bus run.	You are given nine months from the time of hire to complete the GED program. Special consideration is given for those needing an extension of the nine-month time limit. Once you receive your GED, you are permanently assigned to the next available open route in your geographic area. Also, once you pass the GED test, we reimburse you the cost of the test.
Perform exit interviews of departing employees	This will tell you WHY they are leaving and where changes need to be made
Offer \$100 referral incentive to recruit new bus drivers	\$100
Offer drivers a bonus after six months of satisfactory performance.	\$200
Search for new “empty nesters” interested in bus driving at each of the elementary schools' fall festivals.	
A banner-draped school bus parked at high-traffic campuses and fairgrounds.	
Included a provision guaranteeing drivers a raise increase each year	.25 cents/year with attendance minimums and good evaluations
Guarantee new substitute drivers at least four hours of work a day, making them eligible for benefits. Known as full-time subs, or full-time relief drivers in many Kentucky districts.	May be doing paperwork, working as a monitor, learning a new route, or washing a bus. Great way to make sure things are in order for audits, buses are clean and responsibilities are shared.
Recruit drivers at the school year's initial PTA meetings	Recruit parents who call the transportation office with complaints
Share substitute drivers to ensure that they have steady work.	Work with the surrounding counties to share drivers.

RECRUITING IDEAS

